

**From:** aaron@urbanplaceconsulting.com  
**Subject:** RE: Fig-NoHo pay rate changes for 2016  
**Date:** January 7, 2016 at 3:32 PM  
**To:** Brian.Sanchez@securitasinc.com



Just use the NoHo multiplier for the \$10 rather than the Fig multiplier.

----- Original Message -----

**Subject:** RE: Fig-NoHo pay rate changes for 2016  
**From:** <Brian.Sanchez@securitasinc.com>  
**Date:** Thu, January 07, 2016 4:23 pm  
**To:** <aaron@urbanplaceconsulting.com>

Confirmed

Fig is \$10.00 pay and \$ [REDACTED] rate. I will make the same effective as of 1/1/16

**Brian Sanchez, Branch Manager • Securitas USA**  
Pacific Region/Los Angeles • 1055 Wilshire Blvd Suite #1600 • Los Angeles CA • 90017  
213.637.5500 (office) • 714.206.3153 (cell)



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**From:** aaron@urbanplaceconsulting.com [mailto:aaron@urbanplaceconsulting.com]  
**Sent:** Thursday, January 07, 2016 3:21 PM  
**To:** Brian Sanchez (61069)  
**Subject:** RE: Fig-NoHo pay rate changes for 2016

Looked through contract, but didn't see a thing.

Let's do what we do at Fig and use \$10 pay rate for training.

----- Original Message -----

**Subject:** RE: Fig-NoHo pay rate changes for 2016  
**From:** <Brian.Sanchez@securitasinc.com>  
**Date:** Thu, January 07, 2016 4:08 pm  
**To:** <aaron@urbanplaceconsulting.com>

Hello Aaron,

I am writing to inform you that in alignment with this email request, we have modified rates for NoHo Bike officers and Alex Palacios effective 1/1/2016. Please clarify if the training pay at NoHo should be the lowest bill/pay on the previous scale which was \$10.50/\$ [REDACTED]

Thank you,

**Brian Sanchez, Branch Manager • Securitas USA**  
Pacific Region/Los Angeles • 1055 Wilshire Blvd Suite #1600 • Los Angeles CA • 90017  
213.637.5500 (office) • 714.206.3153 (cell)



**From:** aaron@urbanplaceconsulting.com [mailto:aaron@urbanplaceconsulting.com]  
**Sent:** Friday, December 18, 2015 11:50 AM  
**To:** Brian Sanchez (61069)  
**Subject:** Fig-NoHo pay rate changes for 2016

Hi Brian,

Wanted to give you a heads up on some Fig and NoHo pay rate changes approved in the budgets that will begin in 2016.

For Fig- Alex is receiving a \$1 pay raise to \$26.75 pay/\$[redacted] bill beginning Jan. 1, 2016.

I asked about this last year (didn't implement) and you provided me with a bill rate of \$[redacted] which added on the [redacted] increase for tools.

Fig also approved pay increases for all other steps, but not until July 2016.

For NoHo- all ambassador bike patrol steps go up .50 cents to help keep up with the min wage increases.

Using the existing bill rates that correspond to our pay rates, here's what I have as the new steps/pay/bill rates.

Start- \$11/\$[redacted]  
 90 Days \$11.50/[redacted]  
 1 Year- \$11.75/[redacted]  
 2 Year- \$12.25/[redacted]  
 3 Year- \$12.75/[redacted]

These increases will apply to all bike patrol current and new beginning Jan. 1, 2016.

Thanks,  
 Aaron

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